

# Youth Employment Research: Employer Skills Survey 2019 Analysis Report

Youth Futures Foundation  
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In partnership with



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# 1 Introduction

The Youth Futures Foundation and Movement to Work (MtW) have commissioned IFF Research to carry out a study to help them better understand employer practice as it relates to recruitment of young people and engagement with youth employment programmes.

This document presents analysis of the Employer Skills Survey 2019 to quantify employer engagement with youth employment-related initiatives on several indicators and by key employer characteristics. This report is part of a suite of reports produced for the research programme, which also includes qualitative research amongst SME and large employers to explore engagement in the youth labour market (i.e. recruiting young people, participating in apprenticeships and traineeships, and providing work experience and work inspiration activities.) These reports can be accessed through the links below:

## 1 Qualitative research with SME employers

## 2 Qualitative research with large employers

This document looks at the provision of work placements to those in school, college and university, engagement with work inspiration activities (such as careers talks, mock interviews etc.), and recruitment of young people. The intention of this analysis is to provide the wider context for the rich qualitative detail gathered through interviews with employers.<sup>1</sup>

The ESS 2019 covers all establishments in England, Wales and Northern Ireland that have two or more people working at them (be that employees or working proprietors). Every establishment of an organisation is included in the survey separately, rather than at an organisational level. Sole traders with a single person on the payroll were excluded. This is in recognition of the influence that local labour markets have on skill/training/recruitment issues and the fact that skills and recruitment issues are felt most acutely at the establishments level.

The ESS 2019 data was collected between June and December 2019, before the outbreak of the Covid-19 pandemic in early 2020, so measures that refer to “the 12 months preceding the survey” are based on the 12 months prior to the survey interview. While the findings still provide a valuable source of labour market intelligence, it should be noted that the pandemic has meant the economic landscape has changed significantly since fieldwork was conducted, and as such, many employers’ activities regarding the youth labour market may have changed since they responded to the survey in 2019. The qualitative work with employers explores how employers’ participation in and attitudes towards providing work-related opportunities for young people have been affected by the pandemic.

The analysis presented in this report is in addition to ESS 2019 findings previously published by government. The full findings report can be read [here](#). Further thematic reports can be found below:

- [Developing the Skills Pipeline](#)
- [Apprenticeships and Traineeships](#)
- [Training and Workforce Development](#)

<sup>1</sup> ESS findings are weighted and grossed up to accurately represent the total population of establishments in England, Northern Ireland and Wales with at least two people on their payroll, calculated using the March 2019 IDBR population statistics. This is done on a size, sector and geographic basis.

## Description of the ESS dataset

The value of the ESS dataset lies in its large total sample size (c.80,000), which permits analysis of interactions between different factors, such as size by sector and sector by region. As with any analysis of an existing dataset, there are some considerations and limitations around what can be achieved against bespoke research questions:

Coverage of UK nations – due to decisions taken at government level, this wave of ESS covers only England, Northern Ireland and Wales.

Focus on young people furthest from the labour market and/or facing multiple barriers to work – Youth Futures has a specific interest in these young people (e.g. from low-income backgrounds, care leavers, those with a history of offending). However, ESS does not specifically ask about these types of people and only asks about young people in general.

Sector analysis – data is collected on business across 13 sectors. When sector is analysed in a cross-tabulation with other factors – such as region, size, type of placement student, reasons for offering placements, and engagement in work inspiration – base sizes are below the threshold for statistical robustness.<sup>2</sup> The analysis in this document has therefore been conducted on the following six merged sectors: Primary Sector and Utilities; Construction; Manufacturing; Trade, Accommodation and Transport; Business and Other Services, and; Non-market Services.<sup>3</sup>

## Points to note on this report

To note, the terms “establishment”, “employer” and “business” are used interchangeably throughout this report to avoid excessive repetition.

Heatmap analysis in chapters 2–5 uses red and blue colours to indicate the high and low values within that specific analysis. As such, there is no single definition of x% = ‘high’ or ‘hot’ and x% = ‘cold’ or ‘low’, rather cells are hotter or colder in relation to the midpoint of that range. Broadly, hotspots lie within the top 75th percentile and coldspots within the bottom 25th percentile. For each table we use circles to emphasise the ‘hottest’ and ‘coldest’ cells.

Chapters 2–5 provide a descriptive analysis of engagement by factors such as business size, sector and region. Chapter 6 provides analysis of how these factors interact to explain engagement overall.

<sup>2</sup> The threshold used to determine whether the base size is large enough to be considered statistically robust is n=50. This is the historical standard used by IFF Research, including for ESS.

<sup>3</sup> These six sectors are merged from 13 narrower sectors also used in ESS: Non-market Services includes: health and social work, education and public administration; Business and Other Services includes information and communications, arts & other services; business services, financial services; Trade, Accommodation & Transport includes wholesale & retail trade, hotels & restaurants, transport & storage; Construction is construction; Manufacturing is manufacturing, and; Primary Sector & Utilities is primary sector (i.e. mining, fishing and agriculture) and utilities.

## 2 Employing young people

This chapter provides analysis on the profile of employers recruiting young people. The chapter starts with analysis of employers recruiting young people under the age of 25, before presenting analysis of employers recruiting education leavers.

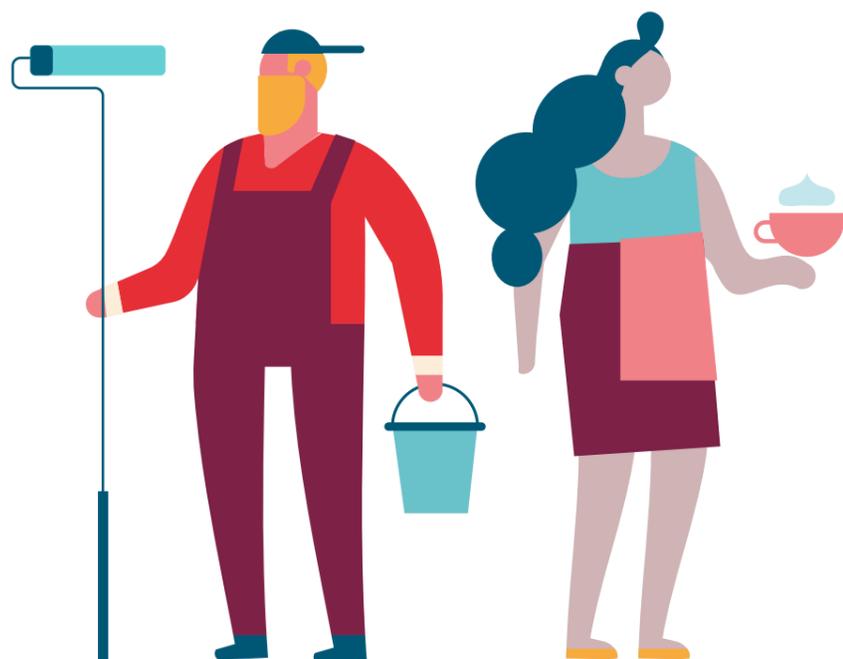
### Recruiting young people under the age of 25

Overall, 29% of employers had recruited at least one person under the age of 25 in the months preceding the survey; 64% had recruited someone of any age.

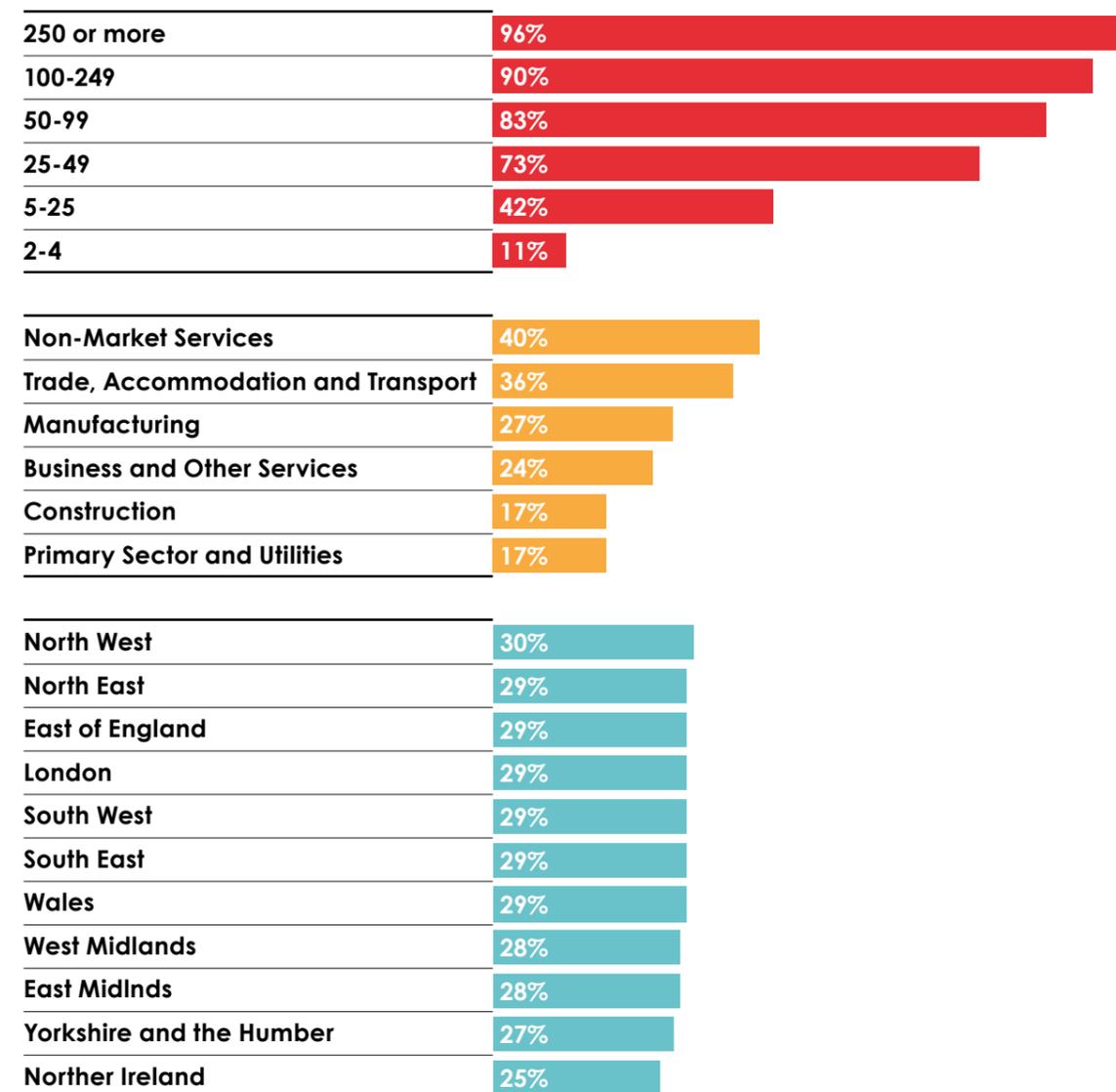
Figure 2.1 shows how the recruitment of young people aged 25 or below differs by establishment size (in terms of number of employees), sector and region. As would be expected, there is a correlation between establishment size and likelihood to have recruited a young person; 96% of establishments with at least 250 employees had done so, compared to just 11% of establishments with 2–4 employees.

In terms of sector, employers in the Non-market Services (40%) and Trade, Accommodation and Transport (36%) sectors were most likely to have recruited young people, while the Primary Sector and Utilities (17%) and Construction (17%) were least likely to have recruited someone younger than 25.

There was less variation in the recruitment of young people in terms of region. Employers based in the North West were most likely to recruit those under 25 years old (30% had), while those in Northern Ireland were least likely (25%).



**Figure 2.1 Proportion of employers recruiting young people under the age of 25 in the past 12 months, by size and by sector**



The heatmap shown in Table 2.1 shows how likely establishments were to have recruited young people, by sector and establishment size. The blue cells show 'coldspots' where levels of recruitment were low, with red cells showing 'hotspots' where levels of recruitment were high (for a range of values 8%–96% and with a midpoint of 44%).

While those with 2–4 employees were least likely to do so across all sectors, recruiting young people was least common in Manufacturing (only 8% of employers had) and Construction (9% had). It was most common for large employers working in Non-market Services (96%) or trade, although at every sizeband below 250 employees, employers in the Trade, Accommodation and Transport sector were the most likely to recruit young people.

**Table 2.1 Proportion of employers recruiting young people under the age of 25, by size and sector combined**

	2-4	5-24	25-49	50-99	100-249	250+
Primary Sector and Utilities	10%	35%	**	**	**	**
Manufacturing	8%	29%	63%	78%	88%	**
Construction	9%	33%	71%	**	**	**
Trade, Accommodation and Transport	13%	49%	79%	85%	91%	91%
Business and Other Services	10%	41%	78%	88%	90%	**
Non-Market Services	10%	34%	66%	77%	88%	96%

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.1.

Looking at the recruitment of young people by sector and region (Table 2.2), we can again identify certain hot and coldspots. Regions and sectors where the recruitment of young people was high (i.e. **hotspots**) were:

- Non-Market Services, particularly in the North West, South West, West Midlands and South East
- Trade, Accommodation and Transport employers in London and the South East

**Coldspots** were found in:

- Construction employers in the South East, and to a lesser extent in London, Yorkshire and the Humber, the East of England and the West Midlands
- Primary Sector and Utilities employers in the North West and South West

**Table 2.1 Proportion of employers recruiting young people under the age of 25, by sector and region combined**

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services
East Midlands	**	29%	23%	33%	23%	37%
East of England	19%	30%	16%	36%	23%	38%
London	**	24%	14%	40%	25%	34%
North East	**	26%	21%	34%	27%	35%
North West	10%	25%	26%	34%	26%	47%
South East	**	23%	9%	40%	26%	42%
South West	12%	22%	22%	38%	24%	43%
West Midlands		34%	16%	33%	23%	43%
Yorkshire and Humber	24%	26%	15%	31%	24%	37%
Northern Ireland		29%	19%	32%	19%	34%
Wales	16%	32%	21%	37%	23%	39%

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.2.

### Recruiting education leavers

The ESS also examined the recruitment of people to their first job since leaving education specifically. There were four categories covered:

- 16-year-old school leavers
- 17–18-year-old school leavers
- 17–18-year-old college / FE leavers
- University leavers.

It is worth noting that it is not possible to split out university leavers by age, however, as the majority would fall into the under-25 age bracket they have been included here.

Overall, 31% of employers had recruited at least one education leaver in the months preceding the survey; as a reminder, 64% had recruited someone of any age.

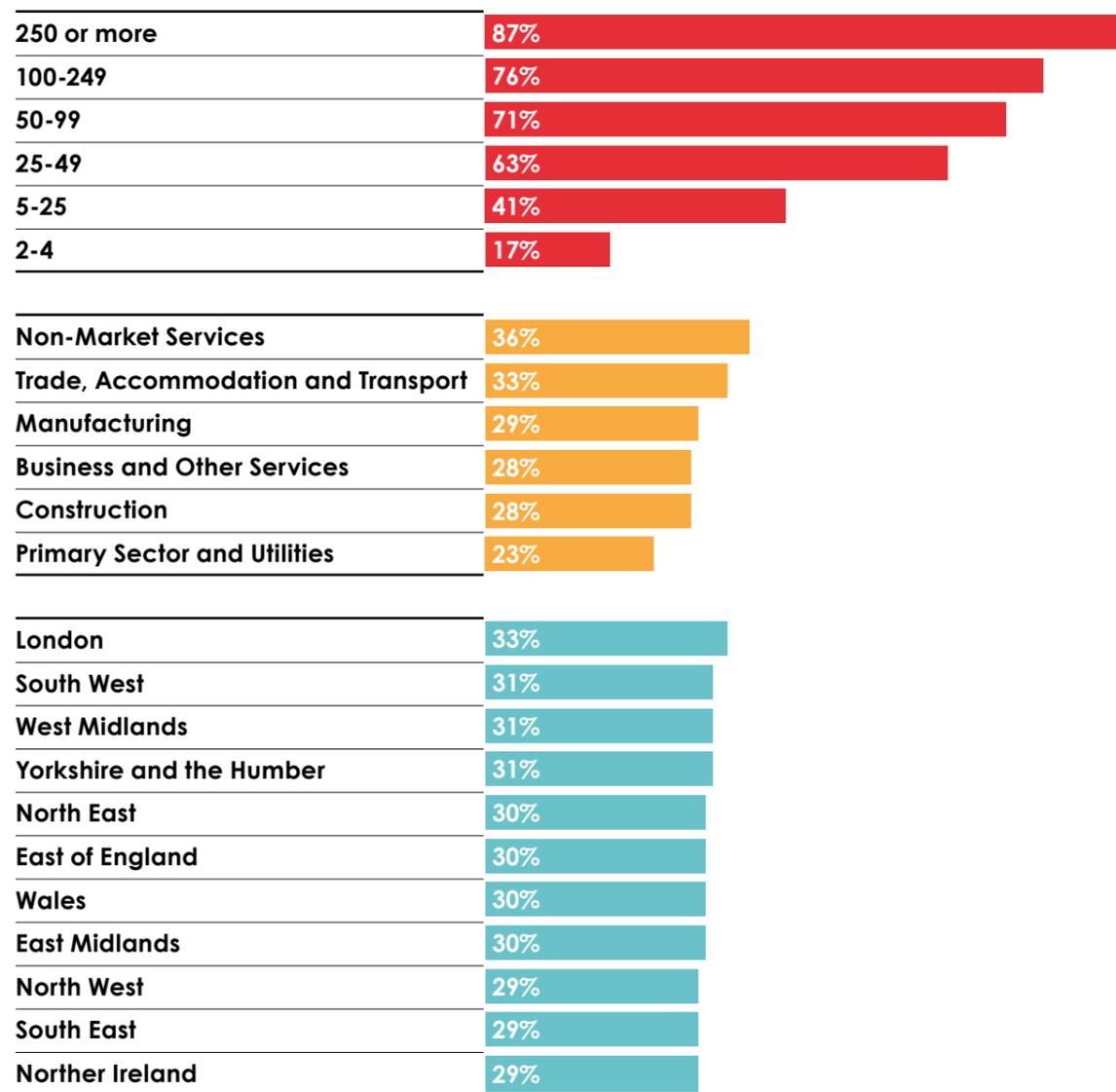
As with recruitment of young people seen in the previous section, there is a correlation between establishment size and likelihood to have recruited an education leaver; 87% of establishments with at least 250 employees had done so, compared to just 17% of establishments with 2–4 employees.

In terms of sector, employers in the Non-market Services (36%) and Trade, Accommodation and Transport (33%) sectors were most likely to have recruited at least one education leaver, while those in the Primary Sector and Utilities (23%) were least likely to have done so.

There was very little variation in the recruitment of education leavers by region.



Figure 2.2 Proportion of employers recruiting education leavers in the past 12 months, by size and by sector



The heatmap shown in Table 2.3 illustrates how likely establishments were to have recruited education leavers, by sector and establishment size.

Whilst Non-market Services employers had been more likely to recruit education leavers overall, this was driven by high numbers of the largest employers, with 250 or more staff, doing so. Smaller establishments in this sector were no more likely than average to have recruited someone directly from education – and in fact, among the smallest employers with just 2–4 staff they were among the least likely to have done so.

In Business and Other Services and Trade, Accommodation and Transport, levels were higher than average in the mid-sized size bands.

Hotspots can be seen in:

- All establishments with 100 or more staff
- Business and Other Services, 50-99 staff
- Trade, Accommodation and Transport, 50-99 staff

Coldspots are particularly seen in Non-market Services and Manufacturing employers with 2–4 staff.

Table 2.3 Proportion of employers recruiting education leavers by size and sector combined

	2-4	5-24	25-49	50-99	100-249	250+
Non-Market Services	11%	34%	56%	66%	74%	89%
Trade, Accommodation and Transport	15%	43%	67%	73%	77%	83%
Manufacturing	11%	33%	53%	61%	77%	**
Business and Other Services	17%	42%	69%	79%	78%	**
Construction	23%	37%	62%	**	**	**
Primary Sector and Utilities	18%	38%	55%	**	**	**

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.3

The spread by sector within region is far more uniform, however, there are still areas where it was more or less likely employers would be taking on education leavers (see Table 2.4). Regions and sectors where the recruitment of education leavers was fairly high (i.e. hotspots) were:

- Non-market Services, which was higher than average across the board
- Manufacturing in the North East and Wales

Coldspots were found in:

- Primary Sector and Utilities employers, in particular those in Yorkshire and the Humber, Wales and the North West
- Manufacturing employers in London

Table 2.4 Proportion of employers recruiting education leavers, by sector and region combined

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services
East Midlands	22%	27%	37%	33%	27%	38%
East of England	30%	28%	32%	33%	27%	37%
London	**	16%	25%	34%	34%	37%
North East	**	42%	38%	26%	31%	33%
North West	19%	29%	29%	33%	25%	37%
South East	34%	28%	21%	38%	23%	35%
South West	25%	27%	24%	36%	27%	36%
West Midlands	25%	26%	28%	35%	27%	38%
Yorkshire and Humber	17%	35%	27%	31%	32%	37%
Northern Ireland	25%	22%	28%	29%	29%	36%
Wales	18%	40%	29%	32%	28%	34%

\*\*base size under 50, data not shown. For base sizes see Appendix A Table A.4.

The Employer Skills Survey (ESS) is the main data source for the volume and proportion of establishments offering apprenticeships.<sup>4</sup> Of all employers, 16% were offering apprenticeships to young people under the age of 25; this was 88% of all those offering apprenticeships to people of any age.

**Profile of establishments offering apprenticeships to young people**

The following analysis details the profiles of employers who offered apprenticeships to young people under the age of 25. As with other types of engagement with the youth labour market, larger establishments were more likely to offer apprenticeships to young people (72% of those with 250+ employees did), while the smaller establishments were less likely to (only 8% of those with 2–4 employees did).

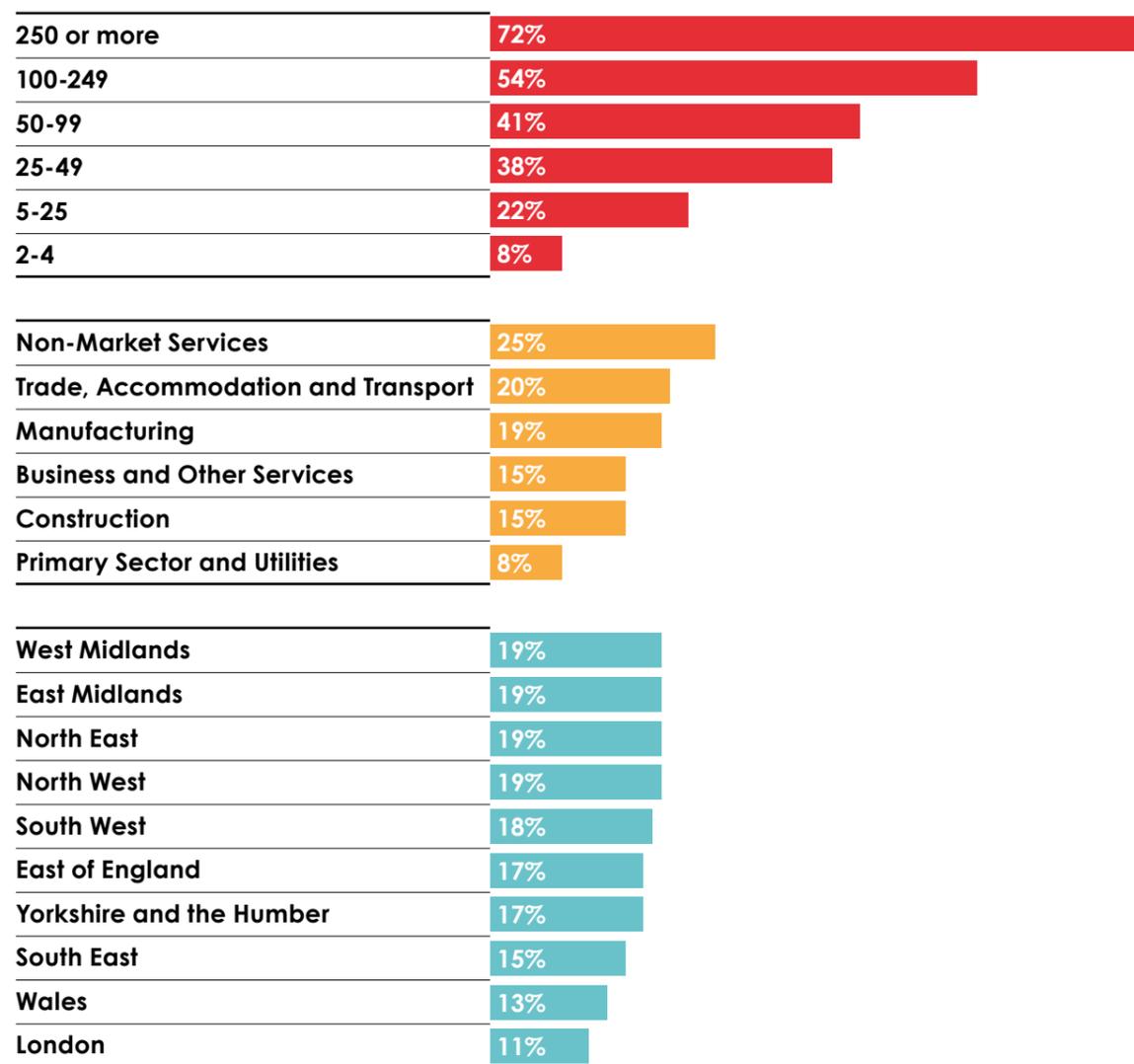
Non-market Services was the sector most likely to engage young people in apprenticeships (25% of establishments did), while only 8% of Primary Sector and Utilities establishments did so. Interestingly, Construction establishments, who were the least likely to recruit young people under the age of 25, were more likely than most other sectors to offer apprenticeships to this age group (20% did).

As with the recruitment of young people, there was less variation by region, particularly across the Midlands and North of England (all these regions averaged between 17%–19% of employers offering apprenticeships). It is interesting, however, that only 11% of employers in London offered apprenticeships. This is in line with other data on apprenticeship take up.<sup>5</sup>



4 Other data sources i.e. Apprenticeship Evaluation surveys and the Individualised Learner Record (ILR) data held by the Department for Education, will provide further detail on these employers, including the number of apprentices, the levels and subjects of apprenticeships studied.  
 5 See for example, Apprenticeships Evaluation 2018 to 2019: Employers (publishing.service.gov.uk)

Proportion of employers offering apprenticeships to young people under the age of 25 in the past 12 months, by size and by sector



The heatmap in Table 3.1 shows how employers offer apprenticeships, by sector and establishment size. As has been shown for recruiting young people in general, small establishments with 2–4 employees were the least likely to employ apprentices across the board but particularly in Primary Sector and Utilities (4%) and Non-market Services (6%). Large employers in the Non-market Services sector were most likely to offer these apprenticeships. There are some pockets of high performance amongst midsize businesses in Construction, Manufacturing, and Trade, Accommodation and Transport.

Proportion of employers offering apprenticeships to young people under the age of 25, by size and sector combined

	2-4	5-24	25-49	50-99	100-249	250+
Primary Sector and Utilities	4%	18%	**	**	**	**
Manufacturing	7%	20%	41%	44%	66%	**
Construction	12%	35%	60%	63%	**	**
Trade, Accommodation and Transport	7%	18%	36%	46%	62%	**
Business and Other Services	8%	22%	36%	43%	45%	**
Non-Market Services	6%	27%	37%	32%	47%	69%

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.5.

The main hot and coldspots identified through analysing region by sector were observed in the following areas:

**Hotspots**

- Non-market Services in the East Midlands and the South West
- Construction establishments in the North East

**Coldspots**

- Primary Sector and Utilities employers across the board, but particularly in the East Midlands and East of England
- Manufacturing and Business & Other Services employers in London

Table 3.2 Proportion of employers offering apprenticeships to young people under the age of 25, by sector and region combined

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services
East Midlands	5%	24%	21%	15%	19%	34%
East of England	6%	20%	22%	16%	14%	26%
London	**	9%	10%	13%	9%	16%
North East	**	27%	31%	15%	17%	25%
North West	7%	20%	18%	17%	19%	27%
South East	11%	13%	18%	18%	12%	24%
South West	9%	20%	27%	17%	16%	31%
West Midlands	**	16%	18%	19%	20%	27%
Yorkshire and the Humber	**	23%	17%	11%	18%	28%
Northern Ireland	**	21%	23%	10%	11%	12%
Wales	8%	21%	17%	14%	10%	18%

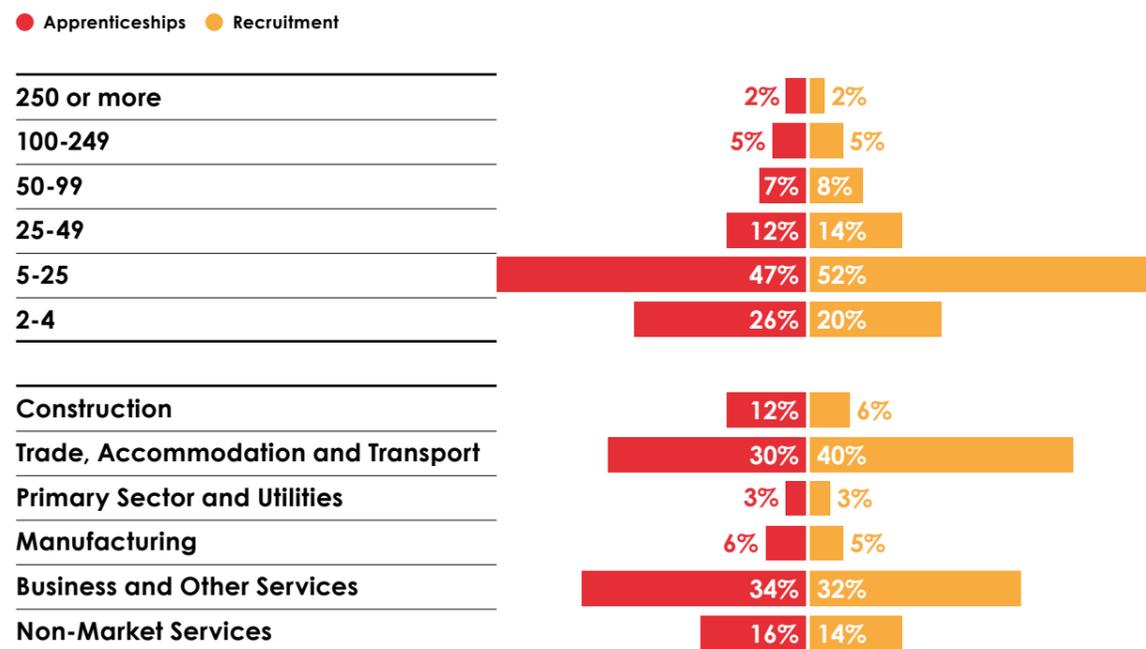
\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.6.

### 3 Offering apprenticeships to young people

#### Profile of employers offering apprenticeships and recruiting young people

Overall, the profile of employers offering apprenticeships to young people under the age of 25 was similar to that of employers recruiting young people under the age of 25. There were, however, some slight differences in scale (Figure 3.2). In terms of size, 47% of employers offering these apprenticeships had 5–24 employees, compared with 52% of those recruiting young people under the age of 25. In terms of sector, the largest difference was in the Trade, Accommodation and Transport industry: 30% of those offering apprenticeships to under 25s were in this industry, compared with 40% of those recruiting under 25s in this industry.

Figure 3.2 Profile of employers offering apprenticeships to young people younger than 25 and recruiting young people younger than 25



### 4 Work placements

Overall, 27% of establishments had offered work placements to someone in education (i.e. from school, college or university) in the 12 months preceding the survey.

#### Profile of establishments offering work placements

As Figure 4.1 shows, this was more common among establishments with a higher number of staff, and among establishments in the Non-market Services sector (which is predominantly made up of public sector organisations). Establishments with 2–4 staff and those in the Construction sector were least likely.

Figure 4.1 Proportion of employers offering placements to people in education, by size and by sector

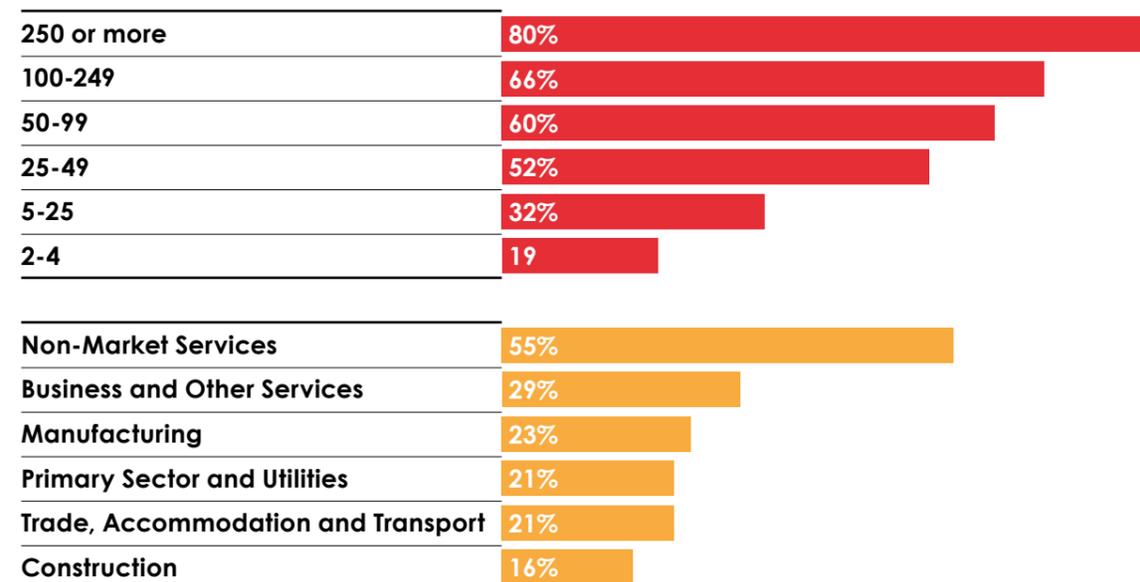


Table 4.1 shows a heatmap of the size and sector of establishments most likely to have offered placements to people in education. Least likely were small establishments (with 2–4 staff) in Manufacturing and Construction. At the other end of the scale, establishments in Non-market Services were most likely to have done so within every size band.

**Table 4.1 Proportion of employers offering placements to people in education, by size and sector combined**

	2-4	5-24	25-49	50-99	100-249	250+
Primary Sector and Utilities	18%	29%	50%	**	**	**
Manufacturing	11%	24%	42%	49%	65%	**
Construction	12%	24%	42%	**	**	**
Trade, Accommodation and Transport	16%	21%	34%	42%	50%	68%
Business and Other Services	20%	40%	59%	60%	67%	**
Non-Market Services	37%	53%	72%	78%	80%	81%

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.7.

There was less variation by region at the overall level, with figures ranging from 24% in the North East to 32% in Northern Ireland. However, differences did appear by sector within each region.

**Hotspots** for placements included the following:

- Non-Market Services across the board, but in particular in London and Northern Ireland

**Coldspots** were to be found in

- The Construction sector in general, but particularly in the South East and South West
- Primary Sector and Utilities in Yorkshire and the Humber
- Trade, Accommodation and Transport in the North East

**Table 4.2 Proportion of employers offering placements to people in education, by sector and region combined**

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services
East Midlands	17%	17%	16%	23%	24%	53%
East of England	28%	24%	16%	25%	26%	53%
London	**	21%	16%	21%	32%	66%
North East	**	16%	19%	15%	34%	47%
North West	31%	25%	22%	18%	31%	57%
South East	27%	30%	13%	22%	26%	53%
South West	21%	29%	13%	20%	30%	47%
West Midlands	35%	21%	17%	24%	27%	61%
Yorkshire and the Humber	15%	18%	14%	19%	32%	54%
Northern Ireland	16%	28%	19%	24%	37%	67%
Wales	16%	26%	23%	17%	31%	55%

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.8.

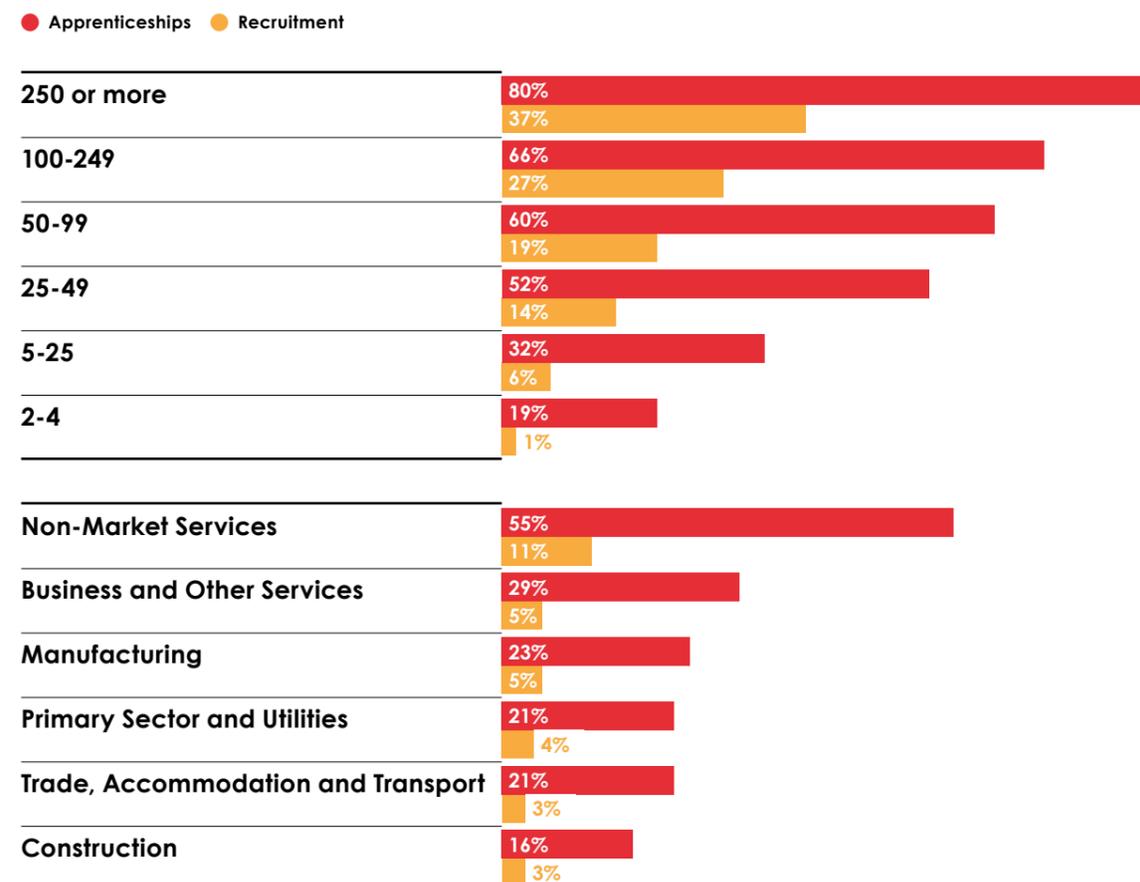
## Establishments taking someone on after a placement

In total, 5% of all establishments had taken someone on after people in education had completed a placement with them. That equates to around a fifth of all those who had offered a placement to someone in education.

Figure 4.2 shows figures for the proportion of businesses that had offered someone in education a placement, alongside the proportion that had taken someone on once their placement had finished. Size appears to be the key driver, with around half of the very largest establishments taking on a placement student, whereas by sector it is only around one in five even for the sectors with the highest incidence of placements.

This is likely to be driven partly by larger establishments recruiting more generally, and also by the large employers having more people on placements per establishment than the smaller employers.

**Figur 4.2 Proportion of employers offering placements to people in education compared to the proportion taking people on after the placement, by size and by sector**



### Length of placements

Here we look at the length of placements against the number being provided to identify where longer placements are most common. Employers were asked the “typical” length of each type of placement they offered. It is important to note, however, that a longer placement does not necessarily mean a better-quality placement and therefore a better outcome, and there will be other factors affecting placements.

Short placements were far more common than long placements for every type of student, however, this was particularly the case for those in school where most placements (84%) lasted less than a month.

Typical length of placement increased with the time spent in education. Long placements were most common for students from university or college (both 17%), compared to just 3% of establishments offering placements to those still at school.

**Figure 4.3 Typical length of each type of placement**

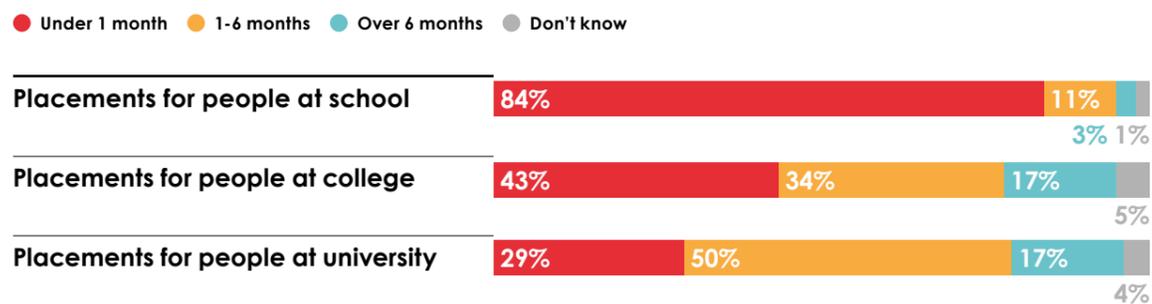


Table 4.3 shows the proportion of establishments in each sector whose placements for each type of education student were typically less than one month (a low-quality placement), or more than six months (a high-quality placement).

For university students, the sector most likely to offer longer placements was Manufacturing, with 27% having university students on long placements. Employers in the Primary Sector and Utilities were less likely than average to offer longer placements to their placement students from university; however, it is worth noting that base sizes for this sector were quite small as not many offered placements in the first place.

Longer placements for college students were most common in the Primary Sector and Utilities (23%), Manufacturing (22%), and Construction (also 22%).

School placements were usually short across the board, however, in the Non-market Services sector the proportion offering placements under one month was lower than average (74%). Around a fifth (21%) of placements for people still at school lasted 1-6 months in this sector.

**Table 4.3 Proportion of establishments offering placements to each type of education student that lasted less than 1 month or more than 6 months, by sector**

	Under 1 month			Over 6 months		
	School	College	University	School	College	University
Non-Market Services	74%	32%	16%	4%	19%	20%
Business and Other Services	89%	52%	35%	2%	17%	15%
Manufacturing	92%	42%	27%	2%	22%	27%
Primary Sector and Utilities	77%	31%	65%	1%	23%	4%
Trade, Accommodation and Transport	84%	47%	26%	4%	14%	18%
Construction	84%	42%	30%	6%	22%	20%

For base sizes see Appendix A, Table A.9

The largest establishments (250 or more staff) were most likely to offer placements overall, and were also most likely to offer placements over 6 months-long to university students.

However, for placements for college students it was small to mid-size establishments, with 5-99 staff, that were most likely to be offering longer placements, and least likely to be offering short (<1 month) placements to college students.

**Table 4.4 Proportion of establishments offering placements to each type of education student that lasted less than 1 month or more than 6 months, by size**

	Under 1 month			Over 6 months		
	School	College	University	School	College	University
2-4	86%	59%	54%	3%	14%	9%
5-24	90%	51%	40%	3%	21%	18%
25-49	88%	47%	31%	3%	21%	23%
50-99	85%	49%	27%	4%	16%	24%
100-249	91%	62%	21%	3%	10%	23%
250 or more	91%	63%	27%	0%	10%	35%

For base sizes see Appendix A Table A.10

## Volume of placements

The ESS allows us to look not only at who was offering placements, but the number of placements undertaken in the time period of the 12 months prior to the interview. In total, 1.72 million placements were completed by people at school, college or university. This averaged out at a mean of 1 per establishment across all establishments, or 3.7 per establishment offering placements.

The total was made up of 780,000 placements for school pupils, 510,000 for college students and 430,000 for university students (rounded to nearest 10,000).

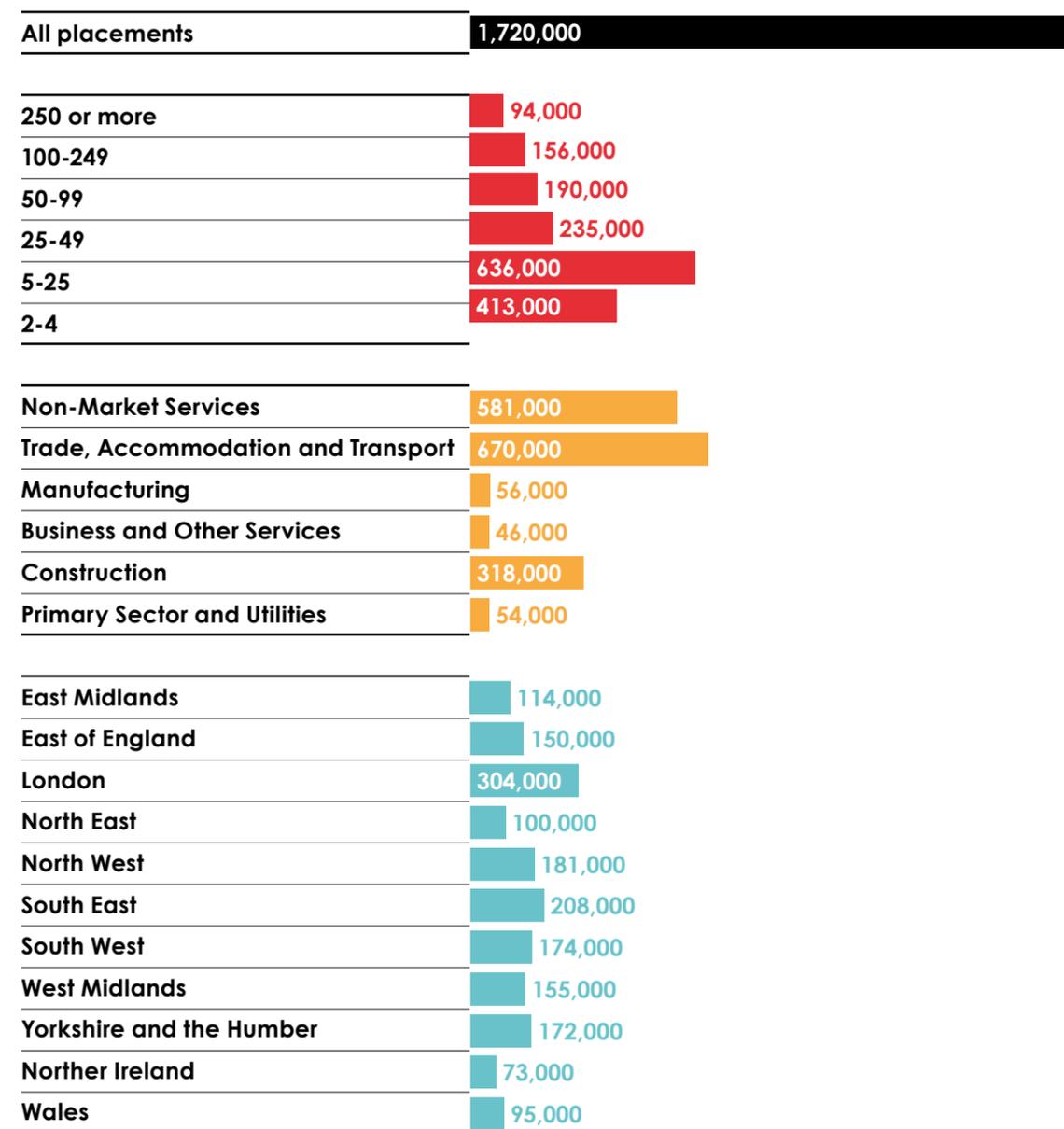
Most of these placements were in Non-market Services or Business and Other Services sectors, which between them accounted for nearly three-quarters of all placements (39% in Business and Other Services, 34% in Non-Market Services).

By size, most placements were in small establishments with 37% occurring in establishments with 5–24 staff and 24% in those with 2–4 staff. Although large employers were more likely to host placements, and hosted more individuals per establishment than smaller employers, there are relatively few of them so in terms of the raw number of placements their contribution only amounted to 5% of placements.

By region, there were far more placements available in London than elsewhere, with 18% of placements being hosted there.



Figure 4.4 Total number of placements undertaken by those in education within each size band, sector and region

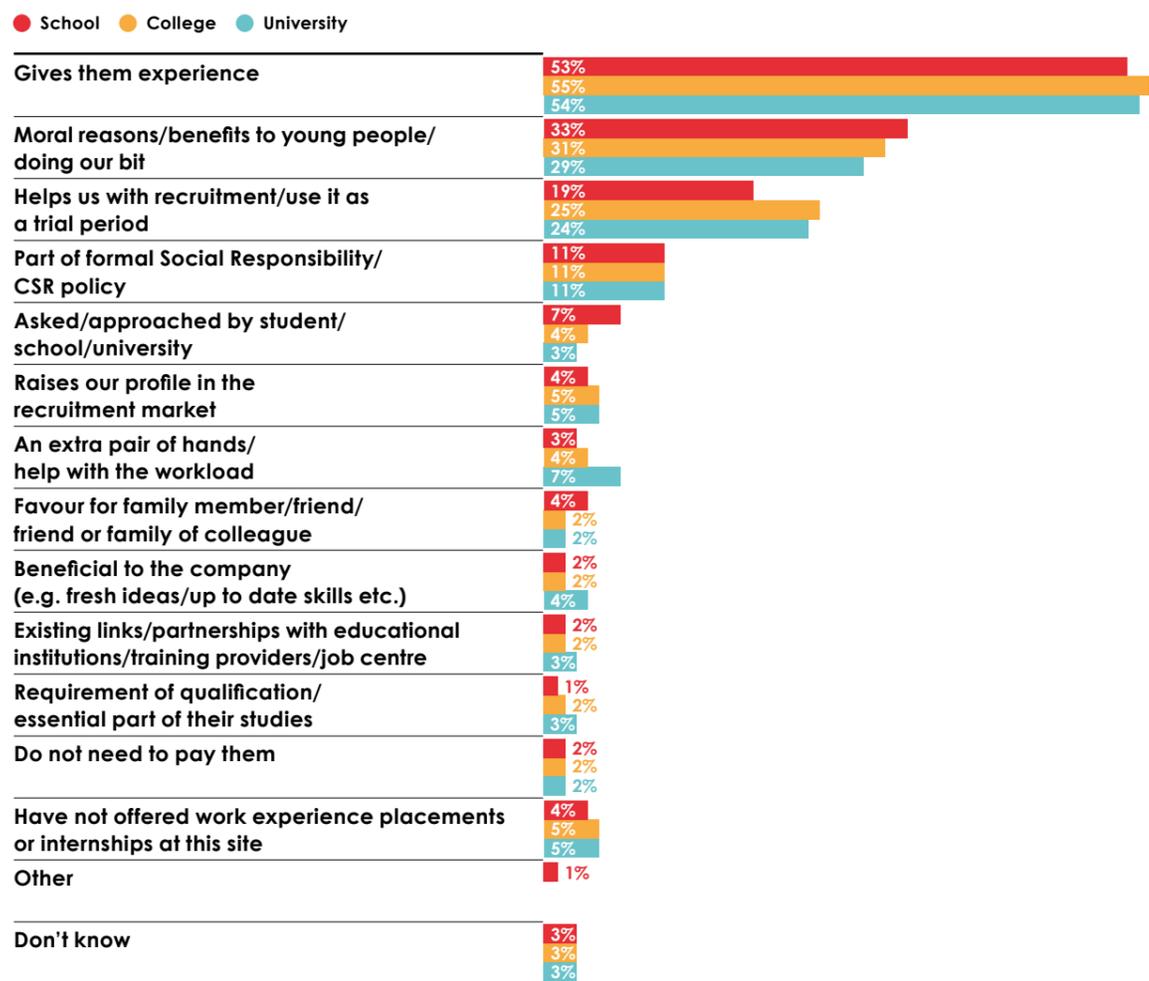


### Reasons for offering placements

Reasons for offering placements to people in education were predominantly altruistic, with the most common answers to do with “giving them experience” and “doing our ‘bit’”. Reasons were fairly consistent between different levels of placement, with a few notable differences:

- Employers who had offered placements from college and university were more likely to say they used them to help with recruitment than employers who offered placements from school
- Employers who had offered placements to those at school were more likely to have been approached directly by the institution or student themselves than those who offered placements to colleges and universities
- Employers who offered placements to those at university were more likely to view placements as useful for helping with the workload

Figure 4.5 Reasons for offering placements among those who had offered placements to school, college and university students<sup>6</sup>



6 Employers were not asked separately about each type of placement

Whilst the overall hierarchy of reasons was similar between the sectors, there were some differences in the proportion citing individual reasons for offering placements.

- Employers who offered placements to people in education in the Primary Sector and Utilities sector were more likely than average to be doing so as a favour to a friend or family (11%) or as an extra pair of hands to help with the workload. Conversely, altruistic reasons such as “To give the young person experience” (40%) and “moral reasons/doing our bit” (24%) were less common than average in this sector.
- Employers in the Construction sector were also more likely than average to offer placements as a favour (11%), but they were less likely to say it helped with the workload (1%).
- Employers in the Manufacturing sector were more likely than employers in other sectors to say they use their placements to help with recruitment (29%, compared to 23% average). See Table 4.5.

Table 4.5 Reasons for offering placements, by sector

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	TOTAL
Base	169	359	253	1,356	1,895	1,808	<b>5,840</b>
Gives them experience	40%	41%	52%	46%	52%	60%	<b>52%</b>
Moral reasons / benefits to young people / doing our “bit”	24%	31%	26%	27%	32%	30%	<b>30%</b>
Helps us with recruitment/use it as a trial period	20%	29%	22%	22%	20%	18%	<b>23%</b>
Part of formal social responsibility/CSR policy	11%	8%	6%	11%	9%	11%	<b>11%</b>
Asked/approached by student/school/university	7%	4%	2%	7%	7%	4%	<b>5%</b>
Raises our profile in the recruitment market	1%	4%	4%	3%	4%	6%	<b>5%</b>
Favour for family member/friend/friend or family of colleague	11%	7%	11%	4%	4%	0%	<b>3%</b>
An extra pair of hands/help with the workload	9%	3%	1%	4%	4%	3%	<b>3%</b>
Existing links/partnerships	3%	1%	0%	2%	2%	4%	<b>3%</b>
Requirement of qualification/essential part of their studies	1%	1%	1%	1%	1%	4%	<b>2%</b>
Beneficial to the company (e.g.	0%	3%	1%	1%	2%	3%	<b>2%</b>
Do not need to pay them	0%	0%	1%	1%	1%	3%	<b>1%</b>
Other	4%	4%	4%	5%	4%	6%	<b>5%</b>
Don't know	1%	3%	5%	3%	3%	3%	<b>3%</b>

## 4 Work placements

Reasons relating to altruistic motivations were more commonly mentioned by establishments in the public sector (82%) or charity/voluntary sector (80%) than in the private sector (63%).

There were also notable differences by size. Larger employers were more likely to use them to help with recruitment (rising from 17% of those with 2–4 staff to 36% among those with 250 or more staff) or raise their profile in the recruitment market (9% for those with 50 or more staff). The largest employers were also more likely to have it as part of their formal CSR policies (18% for those with 250 or more staff).

Smaller employers, on the other hand, were more likely to offer placements as a favour to family or friends (6%) or view placement students as an extra pair of hands to help with the workload (5%). See Table 4.6.

**Table 4.6 Reasons for offering placements, by size**

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	TOTAL
Base	798	2,691	1,139	626	429	157	<b>5,840</b>
Gives them experience	52%	50%	54%	52%	49%	45%	<b>52%</b>
Moral reasons / benefits to young people / doing our "bit"	31%	29%	30%	27%	33%	33%	<b>30%</b>
Helps us with recruitment/use it as a trial period	17%	21%	22%	28%	27%	36%	<b>23%</b>
Part of formal social responsibility/CSR policy	8%	10%	12%	11%	12%	18%	<b>11%</b>
Asked/approached by student/school/university	7%	5%	5%	3%	4%	5%	<b>5%</b>
Raises our profile in the recruitment market	2%	4%	5%	9%	9%	9%	<b>5%</b>
Favour for family member/friend/friend or family of colleague	6%	3%	2%	2%	2%	2%	<b>3%</b>
An extra pair of hands/help with the workload	5%	4%	2%	3%	1%	1%	<b>3%</b>
Existing links/partnerships	2%	2%	3%	4%	4%	2%	<b>3%</b>
Requirement of qualification/essential part of their studies	1%	2%	2%	3%	3%	2%	<b>2%</b>
Beneficial to the company (e.g.	1%	3%	2%	3%	3%	3%	<b>2%</b>
Do not need to pay them	2%	1%	1%	1%	1%	0%	<b>1%</b>
Other	4%	5%	6%	5%	4%	2%	<b>5%</b>
Don't know	2%	4%	3%	4%	6%	7%	<b>3%</b>

## 5 Work inspiration activities

Beyond simply offering placements, employers may have opportunities to support the development of young people preparing for the workplace through the offering of "work inspiration" activities. This might involve giving talks in schools or other institutions, offering mock interviews or participating in careers fairs.

Overall, 11% of employers had engaged with work inspiration activities of one kind or another. The types of employers most likely to engage in work inspiration activities were very similar to the types most likely to offer placements (see Figure 5.1). Likelihood of doing so increased with size and employers in Non-market Services were twice as likely to do so than the overall average.

**Figure 5.1 Engagement in work inspiration activities, by size and sector**

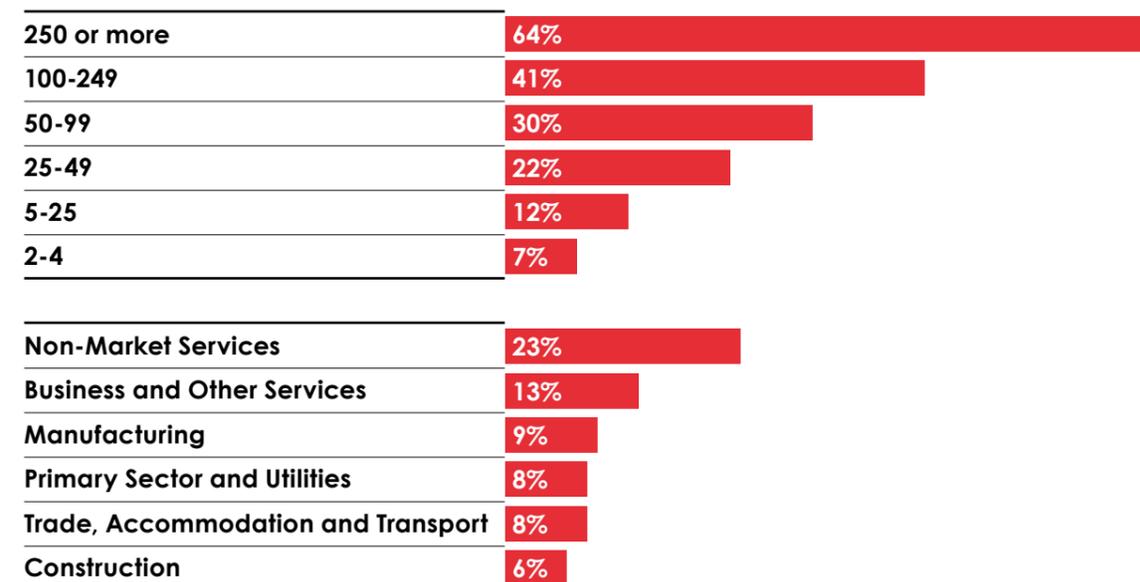


Table 5.1 shows a heatmap of the size and sector of establishments most likely to have offered work inspiration activities. The pattern holds across all sectors that larger employers are more likely to have done so, although the base sizes at the 250+ level mean most of this data is suppressed.

**Hotspots** can be seen around the 100–249 sizeband in Non-market Services, Business and Other Services, and Manufacturing. Business and Other Services also maintains a high level among establishments with 50–99 staff and, to a lesser extent, 25–49 staff. Non-market Services employers were more likely than average to engage in work inspiration activities across all sizes of establishment.

**Coldspots** are evident in the 2–4 sizeband outside of Non-market Services, in particular in Manufacturing, but also in Construction, Trade Accommodation and Transport, and Primary Sector and Utilities.

**Table 5.1 Proportion of employers offering work inspiration activities, by size and sector combined**

	2-4	5-24	25-49	50-99	100-249	250+
Primary Sector and Utilities	20%	19%	25%	33%	50%	23%
Manufacturing	9%	16%	30%	38%	43%	**
Construction	2%	9%	19%	18%	39%	**
Trade, Accommodation and Transport	6%	14%	23%	**	**	**
Business and Other Services	5%	7%	15%	21%	31%	8%
Non-Market Services	4%	9%	19%	**	**	**

\*\*base size under 50, data not shown. For base sizes see Appendix A, Table A.7.

Looking at **hotspots** by region, again, employers in the Non-market Services sector were most likely to be involved in work inspiration activities across the board, but particularly in the West Midlands, Northern Ireland and Wales. Employers in Business and Other Services in Northern Ireland were another hotspot, as were the Primary Sector and Utilities sector in the East of England and Manufacturing in the South East.

**Coldspots** were evident in Yorkshire and the Humber in the Primary Sector and Utilities, and in Construction. The proportion of Construction employers involved in work inspiration activities was also low in the East of England and London, and there was also a coldspot among Manufacturing employers in the North East.

**Table 5.2 Proportion of employers offering work inspiration activities, by sector and region combined**

	Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services
East Midlands	8%	7%	8%	7%	11%	20%
East of England	15%	8%	4%	7%	12%	22%
London	**	5%	4%	8%	14%	20%
North East	**	4%	8%	7%	13%	25%
North West	13%	5%	9%	7%	14%	24%
South East	6%	16%	5%	8%	12%	24%
South West	8%	8%	9%	7%	12%	20%
West Midlands	7%	12%	6%	8%	13%	28%
Yorkshire and the Humber	2%	9%	3%	9%	12%	23%
Northern Ireland	6%	12%	10%	5%	18%	28%
Wales	8%	14%	7%	7%	12%	27%

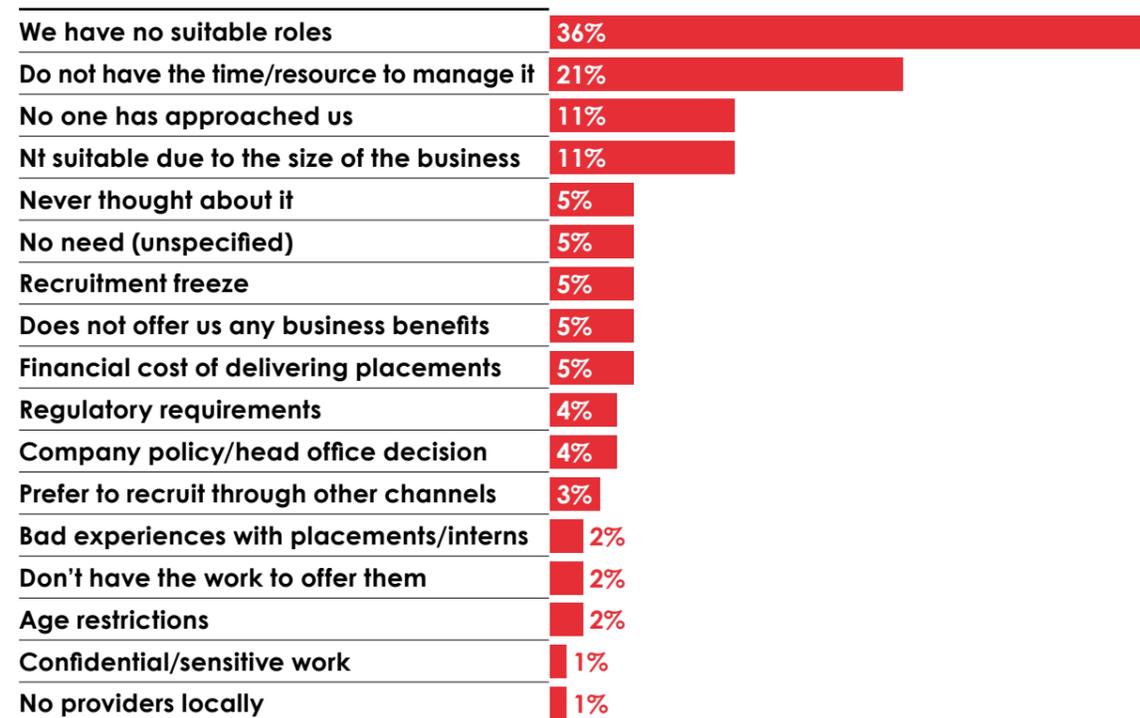
\*\*base size under 50, data not shown. For base sizes see Appendix A Table A.8.

**Reasons for not engaging in placements or work inspiration activities**

Most commonly, employers who did not engage in offering placements or work inspiration activities said it was because they had no suitable roles for a placement candidate to fill (36%), and/or that they did not have the time or resource to manage it (21%).

One in nine said they had never been asked, and a similar proportion said the size of their establishment meant it was not a suitable arrangement.

**Reasons for not offering work placements or taking part in work inspiration activities (all reasons given by 1% or more shown)**



There were some differences in the reasons given by size of establishment. Smaller establishments were more likely to say that they do not have the time or resource to manage it (23% among those with 2–4 staff, compared to 13% with 100–249), or that they are not suitable due to the size of the establishment (13% of those with 2–4 staff compared to 1% with 100–249). Larger establishments were more likely than average to cite Head Office policy (14% compared with 4% average).

There were also a few differences by sector:

- Employers in Manufacturing and Business and Other Services were more likely than the other sectors to say it was due to not having the time or resource to manage it (26%).
- Employers in Business and Other Services were also more likely than average to say they are not suitable due to the size of the business (14%).
- Non-market Services employers were most likely to say it was due to the confidential or sensitive nature of the work they do (5%).

## 6 Explaining variation in employer engagement

In addition to the above analysis on the ESS 2019 dataset, Chi-squared automatic interaction detector (CHAID) analysis was conducted to explore the relative impact on various employer characteristics and survey responses on likelihood to engage in the youth labour market. The key purpose and benefit of this approach is that, rather than simple multivariate analysis of the main factors associated with a particular outcome, CHAID analysis enables us to trace the pathway to the outcome for different segments of the population.

CHAID analysis is structured like a tree, where the first branch is defined by the attribute that has the strongest relationship with the outcome measure (likely to be business size). Subsequent branches represent the next strongest attribute in splitting out the sub-group (e.g. sector, region etc). The aim is to understand which combinations of variables are the best predictors of engagement.

The total sample for this analysis is all employers responding to module C of the ESS 2019 questionnaire (16,059 establishments), which includes questions relating to employment of young people from education, provision of work placements, recruiting from work placements and engagement in work inspiration activities. This does not cover employers' engagement with apprenticeships and traineeships because these questions are contained in a different questionnaire module.

The CHAID analysis begins by creating a dependent variable – mean number of activities. This sums the number of activities each employer reported engaging in, from: recruiting education leavers, work inspiration activities, work placements for education leavers, internships paid or unpaid, and work placements for unemployed. The top level of engagement was originally intended to be employers who engaged in all five of these activities, but as very few employers were engaged to this level the top level was recoded so that the highest form of engagement was engagement in 4/5 of these activities. Therefore, the dependent variable contained a figure for each employer between 0 and 4.

The CHAID algorithm was then run on the Module C dataset, which begins with the whole sample and looks for best splitters. We included company size, sector, incidence and type of vacancies<sup>7</sup>, and incidence and type of skills gaps in their existing workforce<sup>8</sup>. The best splitters are then combined, which can branch out into the sub-splitters and it carries on until it reaches the maximum number of splits or a minimum subgroup size set.

The analysis showed that the factor with the strongest association with likelihood to engage in the youth labour market was employer size, with larger organisations typically engaging in a higher number of activities than smaller organisations. Within each size band, sector is the main driver of engagement, followed by whether the organisation has any vacancies or skill-shortage vacancies, or whether the organisation has any specific skills gaps.

<sup>7</sup> Employers were asked if any of their vacancies were proving hard to fill, and if so if this was due to a lack of skills, experience or qualifications among applicants. This measures skill-shortage vacancies.

<sup>8</sup> For all occupational groupings in their workforce (e.g. Managers, Directors and senior officials; Administrative and secretarial occupations), employers are asked to estimate the % that they consider to be fully proficient at their job.

## 6 Explaining variation in employer engagement

The CHAID analysis split the employer population into 37 segments, which are described in Table 6.1. In the table, the segments are ordered by the mean number of activities engaged in (from highest to lowest). Other than large establishments (250+ employees), the most likely to engage were those with 50–99 employees in people-intensive businesses such as Retail, Hospitality, Manufacturing and Construction, with skills gaps for “skilled occupations” (2.33 mean activities) or hard-to-fill vacancies ( 2.31 mean activities). At the other end of the scale, those with 2–4 employees, working in the Transport & Storage and Manufacturing industries (0.24 mean activities) were the least likely to engage.

For illustrative purposes and to help with interpretation of Table 6.1, Figure 6.1 shows the CHAID decision tree for businesses with 50–99 employees, including the mean number of activities for each segment. It shows employers in Retail, Hospitality, Manufacturing, Construction, Primary Sector, and Health & Social Care sectors with skills gaps for skilled occupations are the most likely to engage in this size band (2.33 mean activities), while those in Transport, Storage & Public Administration are least likely to engage (1.15 mean activities).

Level 4 in the decision tree shows the segments with the most different attributes contributing to their likelihood to engage with the youth labour market. Establishments in these segments were notable for their sector (Retail, Hospitality, Manufacturing, Construction, Primary Sector, Health & Social Care), the fact they had no skills gaps and whether or not they had hard-to-fill vacancies. Unsurprisingly, establishments in these sectors, with no skills gaps were more likely to engage with the youth labour market if they did have vacancies, some of which were hard to fill (1.92 mean activities), compared with those who did not have vacancies (1.54 mean activities).

Figure 6.1 CHAID decision tree for establishments with 50–99 employees

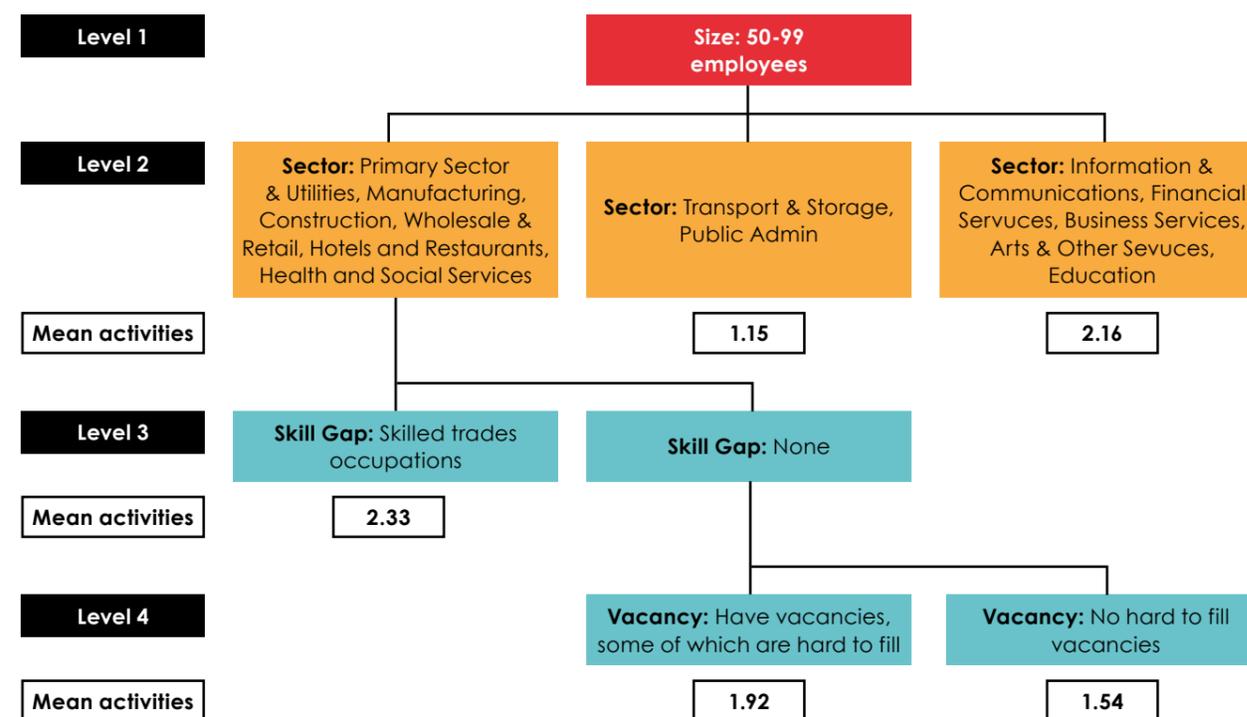


Table 6.1 CHAID segments for likelihood to engage with the youth labour market

Likelihood to engage in youth labour market	Mean number of activities	Tier 1 Size /number of employees	Tier 2	Tier 3	Tier 4
Most likely	N/A	250+			
	2.33	50-99	Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Health & Social services	Skill Gap: Skilled trades occupations	
	2.31	100-249	Vacancy: Have vacancies, not hard/some hard to fill		
	2.16	50-99	Sector: Information & Communications, Financial Services, Business Services Arts & Other Services, Education		
	2.14	25-49	Sector: Business Services, Education, Arts & Other Services	Vacancy: Have vacancies, not hard/some hard to fill	
	1.97	10-24	Sector: Information & Communications, Business Services, Health & Social Work	Skill Gap: Professionals/ Associate Professionals	
	1.92	50-99	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Health & Social services	Skill Gap: None	Vacancy: Have vacancies, some of which are hard to fill
	1.9	100-249	Vacancy: No vacancies		
	1.76	25-49	Sector: Business Services, Education, Arts & Other Services	Vacancy: No vacancies	
	1.71	25-49	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants	Skill Gap: Any skill gap in workforce	Skill Gap: Managers
	1.65	10-24	Sector: Arts & Other services, Education		
	1.58	25-49	Sector: Information & Communications, Financial Services, Public admin, Health & Social Work		
	1.54	50-99	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Health & Social services	Skill Gap: None	Vacancy: No hard to fill vacancies
	1.53	10-24	Sector: Information & Communications, Business Services, Health & Social Work	Skill Gap: None	Vacancy: Have vacancies, some of which are hard to fill
	1.43	25-49	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants	Skill Gap: Any skill gap in workforce	Skill Gap: Not for managers
	1.34	5-9	Sector: Education		
	1.3	5-9	Sector: Information & Communications, Business Services, Health & Social Work, Arts & Other Services	Skill Gap: Any skill gaps in workforce	
	1.29	10-24	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Skill Gap: Any skill gaps in workforce	Skill Gap: Skilled trades occupations

Likelihood to engage in youth labour market	Mean number of activities	Tier 1 Size /number of employees	Tier 2	Tier 3	Tier 4
Least Likely	1.28	5-9	Sector: Information & Communications, Business Services, Health & Social Work, Arts & Other Services	Skill Gap: No skill gaps	Vacancy: Have vacancies, not hard/some hard to fill
	1.22	10-24	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Skill Gap: No skill gaps	Vacancy: Have vacancies, some of which are hard to fill
	1.21	25-49	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants	Skill Gap: No skill gap	
	1.18	10-24	Sector: Information & Communications, Business Services, Health & Social Work	Skill Gap: None	Vacancy: No hard to fill vacancies
	1.15	50-99	Sector: Transport & Storage, Public admin		
	1.1	5-9	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Vacancy: No hard to fill vacancies	Skill Gap: Skilled trades occupations
	1.1	10-24	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Skill Gap: Any skill gaps in workforce	Skill Gap: Not for skilled trades occupations
	1.08	5-9	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Vacancy: Have vacancies, some of which are hard to fill	
	1.04	25-49	Sector: Transport and Storage		
	0.9	5-9	Sector: Information & Communications, Business Services, Health & Social Work, Arts & Other Services	Skill Gap: No skill gaps	Vacancy: No vacancies
	0.87	10-24	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Skill Gap: No skill gaps	Vacancy: No hard to fill vacancies
	0.8	2-4	Sector: Arts & Other, Health & Social Work, Education		
	0.78	2-4	Sector: Other sectors	Vacancy: No vacancies	Skill Gap: Any skill gaps in workforce
	0.75	2-4	Sector: Other sectors	Vacancy: Have vacancies, not hard/some hard to fill	
	0.64	5-9	Sector: Primary Sector & Utilities, Manufacturing, Construction, Wholesale & Retail, Hotels & Restaurants, Financial Services, Public admin	Vacancy: No hard to fill vacancies	Skill Gap: None
	0.58	10-24	Sector: Transport and Storage		
	0.41	2-4	Sector: Other sectors	Vacancy: No vacancies	Skill Gap: No skill gaps
	0.41	5-9	Sector: Transport and Storage		
	0.24	2-4	Sector: Manufacturing/ Transport and Storage		

## Appendix A: Base sizes for tables

**Table A.1 Base sizes for Table 2.1 (Proportion of employers recruiting young people under the age of 25, by size and sector combined)**

		SA1RAN2 Size of establishment used in reporting						Total
		2-4	5-24	25-49	50-99	100-249	250 or more	
6 sector classification	Primary Sector and Utilities	289	213	33	19	12	1	<b>567</b>
	Manufacturing	249	642	173	111	58	24	<b>1,257</b>
	Construction	361	496	93	49	10	4	<b>1,013</b>
	Trade, Accommodation and Transport	1,126	3,164	646	248	183	58	<b>5,425</b>
	Business and Other Services	1,754	2,399	478	218	114	39	<b>5,002</b>
	Non-Market Services	280	1,154	616	401	263	53	<b>2,767</b>
<b>Total</b>		<b>4,059</b>	<b>8,068</b>	<b>2,039</b>	<b>1,046</b>	<b>640</b>	<b>179</b>	<b>16,031</b>

**Table A.2 Base sizes for Table 2.2 (Proportion of employers recruiting young people under the age of 25, by sector and region combined)**

		6 sector classification						Total
		Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	
Region	East Midlands	42	146	85	398	375	236	<b>1,282</b>
	East of England	59	155	95	499	476	258	<b>1,542</b>
	London	2	57	97	620	905	252	<b>1,933</b>
	North East	44	70	68	378	266	185	<b>1,011</b>
	North West	55	132	78	511	478	298	<b>1,552</b>
	South East	46	110	144	602	680	324	<b>1,906</b>
	South West	72	112	98	537	470	242	<b>1,531</b>
	West Midlands	39	126	79	449	346	194	<b>1,233</b>
	Yorkshire and The Humber	64	133	104	515	344	202	<b>1,362</b>
	Northern Ireland	48	102	68	338	219	226	<b>1,001</b>
	Wales	96	114	97	578	443	350	<b>1,678</b>
	<b>Total</b>		<b>567</b>	<b>1,257</b>	<b>1,013</b>	<b>5,425</b>	<b>5,002</b>	<b>2,767</b>

## Appendix A: Base sizes for tables

**Table A.3 Base sizes for Table 2.3 (Proportion of employers recruiting education leavers, by size and sector combined)**

		SA1RAN2 Size of establishment used in reporting						Total
		2-4	5-24	25-49	50-99	100-249	250 or more	
6 sector classification	Primary Sector and Utilities	351	222	50	21	13	3	<b>660</b>
	Manufacturing	244	576	168	105	58	30	<b>1,181</b>
	Construction	378	522	110	30	13	2	<b>1,055</b>
	Trade, Accommodation and Transport	1,121	3,102	666	250	195	50	<b>5,384</b>
	Business and Other Services	1,723	2,354	488	214	131	46	<b>4,956</b>
	Non-Market Services	266	1,214	661	386	233	63	<b>2,823</b>
<b>Total</b>		<b>4,083</b>	<b>7,990</b>	<b>2,143</b>	<b>1,006</b>	<b>643</b>	<b>194</b>	<b>16,059</b>

**Table A.4 Base sizes for Table 2.4 (Proportion of employers recruiting education leavers, by sector and region combined)**

		6 sector classification						Total
		Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	
Region	East Midlands	60	146	70	429	359	221	<b>1,285</b>
	East of England	64	128	128	470	503	244	<b>1,537</b>
	London	5	74	118	597	910	231	<b>1,935</b>
	North East	49	60	67	387	267	182	<b>1,012</b>
	North West	65	111	104	533	450	284	<b>1,547</b>
	South East	59	109	132	609	669	341	<b>1,919</b>
	South West	85	118	87	506	455	278	<b>1,529</b>
	West Midlands	54	109	79	418	333	248	<b>1,241</b>
	Yorkshire and The Humber	59	125	87	487	358	244	<b>1,360</b>
	Northern Ireland	50	95	72	336	244	214	<b>1,011</b>
	Wales	110	106	111	612	408	336	<b>1,683</b>
	<b>Total</b>		<b>660</b>	<b>1,181</b>	<b>1,055</b>	<b>5,384</b>	<b>4,956</b>	<b>2,823</b>

**Appendix A:**  
Base sizes for tables

**Table A.5 Base sizes for Table 3.1 (Proportion of employers offering apprenticeships to young people under the age of 25, by size and sector combined)**

		SA1RAN2 Size of establishment used in reporting						Total
		2-4	5-24	25-49	50-99	100-249	250 or more	
6 sector classification	Primary Sector and Utilities	296	200	38	16	5	4	559
	Manufacturing	212	603	195	100	60	26	1,196
	Construction	358	508	89	53	12	4	1,024
	Trade, Accommodation and Transport	1,079	3,166	622	316	169	35	5,387
	Business and Other Services	1,696	2,449	512	247	125	47	5,076
	Non-Market Services	267	1,154	690	421	221	75	2,828
	<b>Total</b>	<b>3,908</b>	<b>8,080</b>	<b>2,146</b>	<b>1,153</b>	<b>592</b>	<b>191</b>	<b>16,070</b>

**Table A.6 Base sizes for Table 3.2 (Proportion of employers offering apprenticeships to young people under the age of 25, by sector and region combined)**

		6 sector classification						Total
		Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	
Region	East Midlands	59	132	64	396	382	248	<b>1281</b>
	East of England	61	110	117	514	487	248	<b>1537</b>
	London	9	65	97	594	921	250	<b>1936</b>
	North East	43	74	78	355	287	183	<b>1020</b>
	North West	51	119	87	524	451	313	<b>1545</b>
	South East	63	123	139	641	648	306	<b>1920</b>
	South West	83	105	81	527	487	244	<b>1527</b>
	West Midlands	34	116	94	431	358	204	<b>1237</b>
	Yorkshire and The Humber	36	148	85	450	388	248	<b>1355</b>
	Northern Ireland	48	88	86	342	240	204	<b>1008</b>
	Wales	72	116	96	613	427	380	<b>1704</b>
	<b>Total</b>	<b>559</b>	<b>1196</b>	<b>1024</b>	<b>5387</b>	<b>5076</b>	<b>2828</b>	<b>16070</b>

**Appendix A:**  
Base sizes for tables

**Table A.7 Base sizes for Table 4.1 (Proportion of employers offering placements to people in education, by size and sector combined) and Table 5.1 (Proportion of employers offering work inspiration activities, by size and sector combined)**

		SA1RAN2 Size of establishment used in reporting						Total
		2-4	5-24	25-49	50-99	100-249	250 or more	
6 sector classification	Primary Sector and Utilities	351	222	50	21	13	3	<b>660</b>
	Manufacturing	244	576	168	105	58	30	<b>1,181</b>
	Construction	378	522	110	30	13	2	<b>1,055</b>
	Trade, Accommodation and Transport	1,121	3,102	666	250	195	50	<b>5,384</b>
	Business and Other Services	1,723	2,354	488	214	131	46	<b>4,956</b>
	Non-Market Services	266	1,214	661	386	233	63	<b>2,823</b>
	<b>Total</b>	<b>4,083</b>	<b>7,990</b>	<b>2,143</b>	<b>1,006</b>	<b>643</b>	<b>194</b>	<b>16,059</b>

**Table A.8 Base sizes for Table 4.2 (Proportion of employers offering placements to people in education, by sector and region combined) and Table 5.2 (Proportion of employers offering work inspiration activities, by sector and region combined)**

		6 sector classification						Total
		Primary Sector and Utilities	Manufacturing	Construction	Trade, Accommodation and Transport	Business and Other Services	Non-Market Services	
Region	East Midlands	60	146	70	429	359	221	1,285
	East of England	64	128	128	470	503	244	1,537
	London	5	74	118	597	910	231	1,935
	North East	49	60	67	387	267	182	1,012
	North West	65	111	104	533	450	284	1,547
	South East	59	109	132	609	669	341	1,919
	South West	85	118	87	506	455	278	1,529
	West Midlands	54	109	79	418	333	248	1,241
	Yorkshire and The Humber	59	125	87	487	358	244	1,360
	Northern Ireland	50	95	72	336	244	214	1,011
	Wales	110	106	111	612	408	336	1,683

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